

TENNESSEE GENERAL ASSEMBLY
FISCAL REVIEW COMMITTEE



FISCAL NOTE

HB 1645

January 13, 2022

SUMMARY OF BILL: Creates a Class D felony, punishable by a fine only, equal to or greater than \$5,000, for persons taking adverse action against an employee who has expressly objected to receiving the COVID-19 vaccine based upon the employee's religious beliefs, creed, or conscience with the intent to unlawfully intimidate or force the employee to obtain a COVID-19 vaccination.

FISCAL IMPACT:

Other Fiscal Impact – In the event a penalty is issued against an employer for a violation, there will be an increase in state revenue equal to or exceeding \$5,000 per each such instance.

Assumptions:

- This Class D felony is punishable by fine only; therefore, no increase in state expenditures related to incarceration costs.
- The precise number of convictions resulting from this offense are dependent on multiple unknown factors and considered to be undeterminable at this time.
- Due to the penalty being assessed on an employer and because the penalty is by fine only without incarceration, it is reasonably estimated that in the event that a penalty is assessed, there will be an increase in state revenue exceeding \$5,000.

CERTIFICATION:

The information contained herein is true and correct to the best of my knowledge.

Krista Lee Carsner, Executive Director

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